

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-18410

Date Filed

January 2, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Allied Building Crafts, Inc.		b. Number of workers employed 100
c. Address (Street, city, state, and ZIP code) 14 S. 41st Place Phoenix AZ 85034	d. Employer Representative Scott Rudolph General Superintendent	e. Telephone No. (602)914-1407 Fax No. (602)914-1440
f. Type of Establishment (factory, mine, wholesaler, etc.) Construction	g. Identify principal product or service framing and drywall	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about December 26, 2002, the above-named employer has refused to provide work to (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) concerted activities on behalf of (b) (6), (b) (7)(C) and other employees in the form of complaints to the above-named employer's foremen and to OSHA.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

By (b) (6), (b) (7)(C) above charge and that the statements are true to the best of my knowledge and belief.
(b) (6), (b) (7)(C) Individual
(Print/type name and title or office, if any)
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
(Telephone No.) 1/2/02
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

NOT WRITE IN THIS SPACE

Case

28-CA-18413

Date Filed

January 3, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer ASARCO		b. Number of workers employed 120
c. Address (Street, city, state, and ZIP code) 25000 West Ave Valley Road 85653-8716 Marana AVRA AZ	d. Employer Representative David Duncan Plant Manager	e. Telephone No. (520)682-2420 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) mine	g. Identify principal product or service copper	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In or about mid-november, the above named employer, by (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) refused to provide union representation for (b) (6), (b) (7)(C) during an investigatory interview.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
United Steelworkers of America Local 937

4a. Address (Street and number, city, state, and ZIP code) 9801 N. El Uno Minor Tucson AZ 85743	4b. Telephone No. (520)744-6567 Fax No.
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5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Steelworkers of America, AFL-CIO

6. DECLARATION

(b) (6), (b) (7)(C)

I charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

Address _____

(fax) _____

(520)744-6567

(Telephone No.)

JAN - 1 - 2003

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

28-2002-4786

FORM NLRB-501

FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-18414(P)	January 3, 2003

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer U.S. Postal Service		b. Number of workers employed
c. Address (street, city, state, ZIP code) Airport Mail Facility, 2100 George Street SE, Albuquerque, N.M. 87119	d. Employer Representative John Griego	e. Telephone No. 505-346-0924
f. Type of Establishment (factory, mine, wholesaler, etc.) post office	g. Identify principal product or service postal service	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act and within the meaning of the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2002, the above-named Employer placed (b) (6), (b) (7)(C) in non-pay status and terminated (b) (6), (b) (7)(C) worker's compensation benefits in retaliation for the union and concerted activities of (b) (6), (b) (7)(C) husband, (b) (6), (b) (7)(C), and in retaliation for (b) (6), (b) (7)(C) concerted activities. (b) (6), (b) (7)(C)

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By
Sign

(b) (6), (b) (7)(C)

an individual
Title

Address

(b) (6), (b) (7)(C)

Telephone No

(b) (6), (b) (7)(C)

Date

January 3, 2003

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-18418

Date Filed

January 6, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Republic Services of Southern Nevada		b. Number of workers employed 500+
c. Address (Street, city, state, and ZIP code) P.O. Box 98508 Las Vegas NV 89193	d. Employer Representative Gerald J Benford Labor Relations Director	e. Telephone No. (702)735-5151 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Plant	g. Identify principal product or service Trash removal	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer discriminated against (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C)

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

6. DECLARATION

I, (b) (6), (b) (7)(C), charge and that the statements are true to the best of my knowledge and belief.

An Individual

(Print/type name and title or office, if any)

Charge)

(fax)

Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

January 6 2003

(Telephone No.)

(date)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-18419	Date Filed January 6, 2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer ACE Parking		b. Number of Workers Employed 135
c. Address (street, city, State, ZIP, Code) 4200 Sky Harbor Blvd, Phoenix, AZ 85034	d. Employer Representative Jeff Cashman	e. Telephone No. 602 273-4545 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Airport Parking	g. Identify Principal Product or Service Parking Services	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) 1 & 3 of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.) ACE, by its officers, agents and supervisors, has interfered with, restrained, coerced and fired employees in the exercise of the rights guaranteed under Section 7 of the National Labor relations Act by each of the following acts: Fired (b) (6), (b) (7)(C) rather than giving a "Final Warning" as per the Employee Handbook under "Disciplinary Action" Discriminated against (b) (6), (b) (7)(C) for concerted protected activities.		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) UFCW Local 99, AFL-CIO		
4a. Address (street and number, city, State, and ZIP Code) 2401 N. Central Av; Phoenix, AZ 85004	4b. Telephone No. 602 254-0099 Fax No.	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food & Commercial Workers, Local 99, AFL-CIO		
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By <u>William Pastreich</u> ORGANIZER (Signature of representative or person making charge) (Title, if any) Address <u>2401 N. Central Av Phx, AZ 85004</u> Fax No. <u>602 254-0099</u> 1/6/03 (Telephone No.) Date		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501
(11-88)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-18422

Date Filed

January 7 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Southwest Glaziers		b. Number of workers employed 30
c. Address (Street, city, state, and ZIP code) 5620 Stephanie Street Las Vegas NV 89122	d. Employer Representative Paul Worrell General Manager	e. Telephone No. (702)435-2710 Fax No. (702)451-2190
f. Type of Establishment (factory, mine, wholesaler, etc.) Construction	g. Identify principal product or service Construction	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The above-named Employer, by its agents, representatives, and officers, terminated employees because they engaged in protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Glaziers Union, Local 2001

4a. Address (Street and number, city, state, and ZIP code) 3432 North Bruce Street Suite 4 North Las Vegas NV 89030	4b. Telephone No. (702)399-8203 Fax No. (702)399-8203
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Glaziers, Architectural Metal and Glass Workers Union, IUPAT	

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By John Connolly John Connolly Recording Secretary
(signature of representative of person making charge) (Print/type name and title or office, if any)

3432 North Bruce Street Suite 4 (fax) (702)399-8203
Address North Las Vegas NV 89030 (702)399-8203 January 7 2003
(Telephone No.) (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

NOT WRITE IN THIS SPACE

Case

Date Filed

28-CB-18432

January 13, 2003

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Dick Corporation		b. Number of workers employed 15+
c. Address (street, city, state, ZIP code) 2300 West Sahara ave, ste #950 Las Vegas NV	d. Employer Representative Matthew Jom Dick Corporation	e. Telephone No. 702-798-3600
f. Type of Establishment (factory, mine, wholesaler, etc.) Construction	g. Identify principal product or service Construction	
h. The above-named employer has engaged in and is engaging in unfair labor practice within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2002, the above named Employer wrongfully discharged (b) (6), (b) (7)(C) because (b) (6) was concerned about a safety Violation.

BY THE ABOVE AND OTHER ACTS, THE ABOVE-NAMED EMPLOYER HAS INTERFERED WITH, RESTRAINED, AND COERCED EMPLOYEES IN THE EXERCISE OF THE RIGHTS GUARANTEED IN SECTION 7 OF THE ACT.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

LABORERS' International UNION of North America, 872, AFL-CIO

4a. Address (street and number, city, state and ZIP code)

4201 EAST BONANZA ROAD, LAS VEGAS, NV. Suite 101 89110

4b. Telephone No.

702-452-4440

Fax No.

702-452-4252

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

LABORERS; INTERNATIONAL UNION OF NORTH AMERICA AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

Signature of representative or person making charge

George Vaughn

organize

print /type name and title or office, if any

(702) 452-4440

Address: 4201 East Bonanza Road Las Vegas NV, 891110

Telephone No.

Date 1/14/03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-18433	Date Filed January 13, 2003

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer HMS Host		b. Number of workers employed Approx. 800
c. Address (street, city, state, ZIP code) 3300 East Sky Harbor Blvd., Phoenix, AZ 85034	d. Employer Representative Terry Ell	e. Telephone No. 602-275-1721
f. Type of Establishment (factory, mine, wholesaler, etc.) Wholesaler	g. Identify principal product or service Food and Beverage	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The above named Employer, by its officers, agents and supervisors, has interfered with, restrained and coerced employees in the exercise of the rights guarantee under Section 7 of the National Labor Relations Act, in violation of Section 8(a)(1) of the Act, and has discriminated in regard to hire, tenure or other terms of employment in order to discourage membership in a labor organization by each of the following acts:

- 1) Since on or about 12/20/2002, denying employee (b) (6), (b) (7)(C) requested vacation leave because of (b) (6), (b) (7)(C) Union and other protected concerted activities.
- 2) In the last 6 months, threatening employees with discharge because they were associated with employees engaged in Union and other protected concerted activities.
- 3) On or about (b) (6), (b) (7)(C) 2002, issuing written disciplines to (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) Union and other protected concerted activities and because of (b) (6), (b) (7)(C) association with employees engaged in Union and other protected concerted activities.
- 4) On or about (b) (6), (b) (7)(C) 2003, disciplining employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) Union and other protected concerted activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Hotel Employee's & Restaurant Employee's Local Union 631

4a. Address (street and number, city, state and ZIP code)

1841 North 24th Street, #5, Phoenix, AZ 85008

4b. Telephone No.

Ph: 602-306-1848

Cell: 602-686-8180

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Hotel Employee's & Restaurant Employee's Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By JOSE ENCINO
Signature of representative or person making charge. Print Name:
Address
Same

Telephone No
Same

Title Union Representative

Date 1-13-03

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)**

FORM NLRB-501
(11-80)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-18434

Date Filed

January 13, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer QWest-Dex		b. Number of workers employed 200
c. Address (Street, city, state, and ZIP code) 8900 North 22nd Ave Phoenix, AZ 85248	d. Employer Representative Luce Van Horne	e. Telephone No. (602)678-9300 Fax No. (602)861-5327
f. Type of Establishment (factory, mine, wholesaler, etc.) sales	g. Identify principal product or service Yellow Pages	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) <u>(2) and (3)</u> of the National Labor Relations Act. and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

At all times material herein, primarily within the last six months, the above-named Employer, by its officers, agents and representatives, has discriminated against non-union employees in the bargaining unit and also those bargaining unit employees who are in disfavor with the Union by, inter alia, discriminatorily maintaining the following policies favoring union agents, union representatives, and union adherents:

1. The Employer maintains and continues to maintain a policy which allows illegal group advertisements to appear in the yellow pages. Different rules apply to union agents, union representatives and union adherents that are not applied to non-union bargaining unit employees or other bargaining unit employees who are in disfavor with the Union.
2. The Employer maintains and continues to maintain a policy of account assignments which favors union agents, union representatives, and union employee adherents.
3. The Employer maintains and continues to maintain, sales performance evaluation (SPE) system which is demonstratively flawed, open to manipulation, corruption and favoritism for the purpose of benefiting union agents, union representatives and union employee adherents.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No. (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed) (b) (6), (b) (7)(C)	
6. DECLARATION I declare that the above charge and that the statements are true to the best of my knowledge and belief. By <u>(b) (6), (b) (7)(C)</u> an individual (Print/type name and title or office, if any) Address <u>(b) (6), (b) (7)(C)</u> <u>(b) (6), (b) (7)(C)</u> (Telephone No.) <u>(b) (6), (b) (7)(C)</u> 1-10-03 (date)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-18435

Date Filed

January 13, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Safeway, Inc.		b. Number of workers employed 50 +
c. Address (Street, city, state, and ZIP code) 5900 South Yosemite Englewood Co 80112-1412	d. Employer Representative Douglas Finklemeier Director of Labor Relations	e. Telephone No. (303)843-7600 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Retail Grocery	g. Identify principal product or service Groceries	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since in or about July 2002, and continuously thereafter, the above named Employer has engaged in direct dealing with bargaining unit employees, altered its final offer to the Union as a result of its interaction with employees, has solicited employees to talk to the Union on its behalf, and refuses to return to the bargaining table to negotiate with the Union.

During this same period of time, the Employer has threatened employees with plant closure, disparaged the Union and suggested that employees resign from the Union in order to avoid participation in a strike.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
United Food and Commercial Workers (UFCW) Local Union No. 1564- New Mexico

4a. Address (Street and number, city, state, and ZIP code) P. O. Box 80390 Albuquerque, New Mexico 87108	4b. Telephone No. (505)262-1986 Fax No. (505)262-1983
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5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Greg Frazier Greg Frazier

(Signature of representative or person making charge)

P. O. Box 80390

Secretary-Treasurer

(Print/type name and title or office, if any)

(Fax) (505)262-1983

Address Albuquerque, New Mexico 87108

(505)262-1986

January 13 2003

(Telephone No.)

(Date)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

NOT WRITE IN THIS SPACE

Case

28-CA-18436

Date Filed

January 14, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Shaw Construction Company		b. Number of workers employed 700
c. Address (Street, city, state, and ZIP code) 2530 North 491st Ave Tinepah, AZ 85354	d. Employer Representative Jean Arlington	e. Telephone No. (928)372-2258 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) construction	g. Identify principal product or service power plants	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about January 10, 2003, the Employer coercively interrogated employees regarding their union sentiments.

On or about January 10, 2003, the Employer isolated employees who were, or who the Employer believed, supported the Union.

On or about (b) (6), (b) (7)(C), 2003, the Employerr constructively discharged (b) (6), (b) (7)(C) because (b) (6) engaged in, or the Employeirr believed (b) (6) engaged in, Union activities and other protected concerted activites

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

6. DECLARATION

I charge and that the statements are true to the best of my knowledge and belief.
(b) (6), (b) (7)(C) an individual

(charge)

(Print/type name and title or office, if any)

(fax)

Address same as 4a

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

1-14-03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

FORM NLRR-001
(11-01)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
28-CA-18447Date Filed
January 16, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practices occurred or to be committed.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Countryside Mitsubishi		b. Number of workers employed 17
c. Address (street, city, state, and ZIP code) 7100 West Sahara Ave Las Vegas NV 89117	d. Employer Representative Frank Head Service Director	e. Telephone No. (702)256-7100 Fax No. (702)804-1075
f. Type of Establishment (factory, store, wholesaler, etc.) automobile dealership		g. Identify principal product or service automobile sales and service
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (the subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The Employer by and through its agents, officers and representatives terminated (b) (6), (b) (7)(C) because (b) (6) refused to engage in committing unfair labor practices.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge of labor organization, give full name, including local name and number?

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

If which is an officers or constituent unit, no be filled in when charge is filed

I. DECLARATION

The statements are true to the best of my knowledge and belief.
(b) (6), (b) (7)(C) an individual

Print name and title or office, if any

(b) (6), (b) (7)(C)

Address same as above

(Telephone No.)

(Date)

WILFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

TOTAL P.02

FORM NLRB-501
(11-88)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-18454

Date Filed

January 21, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer American Pony Express, Inc., d/b/a Allstate Cab		b. Number of workers employed 100
c. Address (Street, city, state, and ZIP code) 4008 E. Air Lane Phoenix AZ 85034	d. Employer Representative AI General Manager	e. Telephone No. (602)275-8888 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Cab Company	g. Identify principal product or service Transportation	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer, by its officers, agents, and representatives, terminated (b) (6), (b) (7)(C) _____, because of (b) (6), (b) (7)(C) protected concerted activities on behalf of (b) (6), (b) (7)(C) and other cab drivers working from Sky Harbor Airport.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the _____ rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) _____ and the above charge and that the statements are true to the best of my knowledge and belief.
By _____ (signature of representative or person making charge) _____ an Individual
(b) (6), (b) (7)(C) _____ (Print/type name and title or office, if any)
Address _____ (b) (6), (b) (7)(C) _____ (b) (6), (b) (7)(C) _____ (b) (6), (b) (7)(C) _____ January 21 2003
(Telephone No.) _____ (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

FORM NLRB-501
(11-88)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-18463

Date Filed

January 23, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Pearson Education Technologies		b. Number of workers employed 38000
c. Address (Street, city, state, and ZIP code) 827 West Grove Avenue Mesa AZ 85210	d. Employer Representative Alan Button Vice President of Sales	e. Telephone No. (480)464-0023 Fax No. (480)827-7408
f. Type of Establishment (factory, mine, wholesaler, etc.) Educational Marketer	g. Identify principal product or service Education Software	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2002, the above-named Employer, by its officers, agents, and representatives, terminated (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) concerted protected activities on behalf of (b) (6), (b) (7)(C) and other employees.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

6. DECLARATION

I read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

an Individual

(Print/type name and title or office, if any)

(fax)

Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Telephone No.)

January 23 2003

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-18471	Date Filed January 28, 2003

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer SNC Lavalin	b. Number of workers employed Around 5000	
c. Address (street, city, state, ZIP code) 15011 NE 36th Street, Redmond, WA 98073-9708	d. Employer Representative Mike Indivero	e. Telephone No. 425-896-4000
f. Type of Establishment (factory, mine, wholesaler, etc.) Commercial construction	g. Identify principal product or service Power plants	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>The above named Employer, by its officers, agents and supervisors, has interfered with, restrained and coerced employees in the exercise of the rights guarantee under Section 7 of the National Labor Relations Act by each of the following acts:</p> <p>1) On or about (b) (6), (b) (7)(C) 2002, surveilling meetings or causing surrogates to surveil meetings held between its employees and representatives of the International Union of Operating Engineers, Plumbers and Pipefitters Union, and other Unions.</p> <p>2) On or about (b) (6), (b) (7)(C) 2003, discharging (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) refused to engage in the commission of Unfair Labor Practices by the Employer and because (b) (6), (b) (7)(C) resisted the use of Unfair Labor Practices by the Employer.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.) N/A		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
<p>By (b) (6), (b) (7)(C) Title an individual</p> <p>Signature of representative or person making charge. Print Name: (b) (6), (b) (7)(C) Date 1/28/2003</p> <p>Address Telephone No. Same</p>		

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)**

(b) (6), (b) (7)(C)

FORM NLRB-501
(11-88)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-18472

Date Filed

January 29, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Boardwalk Hotel & Casino		b. Number of workers employed 500
c. Address (Street, city, state, and ZIP code) 3750 South Las Vegas Las Vegas NV 89109	d. Employer Representative Laura Lore Supervisor	e. Telephone No. (702)730-3186 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Hotel		g. Identify principal product or service Guest Services
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2002, the above-named Employer, through its officers, agents, and/or representatives, engaged in the following violative conduct:

- issued (b) (6), (b) (7)(C) unwarranted written warnings on (b) (6), (b) (7)(C)
- engaged in unlawful surveillance of employees' protected, concerted activities; and,
- discharged (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activity as a spokesperson for (b) (6), (b) (7)(C) and other employees concerning working conditions.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

6. DECLARATION

I declare that the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

An Individual

(Print/type name and title or office, if any)

B. (b) (6), (b) (7)(C)

Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) January 29 2003

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-18479

Date Filed

January 31, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Pearson Education Technologies		b. Number of workers employed 38000
c. Address (Street, city, state, and ZIP code) 827 West Grove Avenue Mesa AZ 85210		d. Employer Representative Alan Button Vice President of Sales
e. Telephone No. (480)464-0023		Fax No. (480)827-7408
f. Type of Establishment (factory, mine, wholesaler, etc.) Educational Marketer		g. Identify principal product or service Education Software
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since or about September 1, 2002, the above-named Employer, by its officers, agents, and representatives, disciplined, harassed, engaged in surveillance, and otherwise intimidated (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) concerted protected activities on behalf of (b) (6), (b) (7)(C) and other employees.

On or about (b) (6), (b) (7)(C), 2002, the above-named Employer, by its officers, agents, and representatives, discharged (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) concerted protected activities on behalf of (b) (6), (b) (7)(C) and other employees

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I, (b) (6), (b) (7)(C), read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) an Individual
(b) (6), (b) (7)(C) (Print/type name and title or office, if any)

(b) (6), (b) (7)(C) (Address) (b) (6), (b) (7)(C) (Telephone No.) (b) (6), (b) (7)(C) (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

FORM NLRB-501
(11-90)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
28-CA-18480Date Filed
January 31, 2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Cox Communications		b. Number of Workers Employed 1,000 (approximate)
c. Address (street, city, State, ZIP, Code) 20401 N. 29th Ave. Phoenix, AZ 85027	d. Employer Representative Stephen Rizley, Vice Pres. General Mgr.	e. Telephone No. 602 866-0072 Fax No. 623 322-7500
f. Type of Establishment (factory, mine, wholesaler, etc.) communications	g. Identify Principal Product or Service telecommunications, cable TV	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1st subsections) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

On or about (b) (6), (b) (7)(C) 2002, the above named employer discharged (b) (6), (b) (7)(C) because (b) (6) engaged in protected, concerted and union activity.

On or about (b) (6), (b) (7)(C) 2002, the above named employer engaged in surveillance of employees taking union literature from CWA representatives at various Cox locations.

On or about (b) (6), (b) (7)(C) 2002, the above named employer through (b) (6), (b) (7)(C) interrogated employee (b) (6), (b) (7)(C) concerning (b) (6) union sympathy, knowledge of unions and how (b) (6) would vote in a union election.

On or about (b) (6), (b) (7)(C) 2002, the above named employer discharged (b) (6), (b) (7)(C) because (b) (6) engaged in protected, concerted and union activity.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Communications Workers of America, AFL-CIO, Local 7019

4a. Address (street and number, city, State, and ZIP Code) 11070 N 24th Ave. Phoenix, AZ 85029	4b. Telephone No. 602 331-7019x123 Fax No. 602 861-4171
--	--

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Communications Workers of America, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(Signature of representative or person making charge)

organizer

(Title, if any)

Address

11070 N 24th Ave Phoenix, AZ 85029

Fax No. 602 861-4171

602 331-7019

(Telephone No.)

01/31/03

Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-18481	February 3, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Mission Linen		b. Number of workers employed 100
c. Address (Street, city, state, and ZIP code) 2450 East Huntington Drive Flagstaff AZ 86001		d. Employer Representative Gary Clark General Manager
f. Type of Establishment (factory, mine, wholesaler, etc.) Industrial Laundry		e. Telephone No. Fax No.
g. Identify principal product or service Uniform and Linen Service		
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In or about (b) (6), (b) (7)(C) 2003, the above-named Employer terminated its employee (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) past activities on behalf of the United Needletrades, Industrial and Textile Employees Union.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

6. DECLARATION

I read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

An Individual

(person making charge)

(Print/type name and title or office, if any)

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(fax)

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

2-1-03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-18482

Date Filed

February 3, 2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer BASHAS, INC.		b. Number of Workers Employed Est. 5,000
c. Address (street, city, State, ZIP, Code) 22402 S. Alma School Rd. Chandler, AZ 85248	d. Employer Representative Wayne Manning, President	e. Telephone No. 602-895-9350 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Grocery chain	g. Identify Principal Product or Service Groceries	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) (3), (4) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

During the past six months, the employer by its agents and/or supervisors discriminated against employee (b) (6), (b) (7)(C) for (b) (6) protected, concerted activities by disciplining (b) (6), (b) (7)(C). Furthermore, during the same period of time the employer has interfered with, restrained and/or coerced (b) (6), (b) (7)(C) Section 7 activity.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Food and Commercial Workers Union, Local 99

4a. Address (street and number, city, State, and ZIP Code)

2401 North Central Avenue, 2nd Floor
Phoenix, AZ 85004-1331

4b. Telephone No.

602-254-0099

Fax No.

602-251-0459

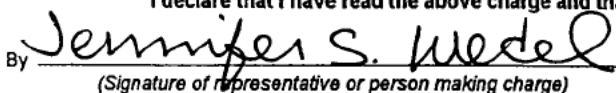
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Food and Commercial Workers International Union, AFL-CIO, CLC

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By



(Signature of representative or person making charge)

DAVIS, COWELL & BOWE, LLP

Jennifer S. Wedel, Attorney

(Title, if any)

Fax No. 414-626-2860

Address 100 Van Ness Ave., 20th Floor

415-626-1880

San Francisco, CA 94102

(Telephone No.)

January 28, 2003

Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-18484

Date Filed

February 4, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer ZACHRY CONSTRUCTION CORPORATION		b. Number of workers employed 700
c. Address (Street, city, state, and ZIP code) P. O. BOX 609 Tonopah AZ 85354	d. Employer Representative G.E. Semoneau Pipe Superintendent	e. Telephone No. (623)393-8522 Fax No. (623)393-8470
f. Type of Establishment (factory, mine, wholesaler, etc.) General Contractor	g. Identify principal product or service Power plants	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer, by its officers, agents, and representatives, terminated (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) concerted protected activities in preparing a protest petition to present to management regarding an unjustified "blanket" reprimand issued on (b) (6), (b) (7)(C) 2003, to working foreman/leadmen working on the Mesquite Power Project.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C) Fax No.
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	

6. DECLARATION

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) at the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) An Individual
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) February 3 2003
(b) (6), (b) (7)(C) (Telephone No.) (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

FD-1418-001
(11-02)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

WRITE IN THIS SPACE

Case

28-CA-18490

Date Filed

February 5, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practices occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer AFFINITAS		b. Number of workers employed 500
c. Address (Street, city, state, and ZIP code) 1460 East Southern Avenue Tempe AZ 85282-5612	d. Employer Representative Sean Pierre Assistant Program Manager	e. Telephone No. (480) 768-2700 Fax No. (480) 768-2740
f. Type of Establishment (factory, mine, wholesaler, etc.) Call Center	g. Identify principal product or service Remote Customer Service	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2002, the above-named Employer, by its officers, agents, and representatives, terminated (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) concerted protected activities on behalf of (b) (6), (b) (7)(C) and other employees.

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer, by its officers, agents, and representatives, terminated (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) concerted protected activities on behalf of (b) (6), (b) (7)(C) and other employees.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (If labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which is a local affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) I declare that the above charges and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

an individual

(Print type name and title or office, if any)

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

February 5 2003

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-18494

Date Filed

February 7, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

DENTAL SERVICES GROUP, INC.

b. Number of workers employed

200

c. Address (Street, city, state, and ZIP code)

15820 N. 35th Avenue, Suite 8

Phoenix

AZ 85053

d. Employer Representative

Patrick

Cochran

General Manager

e. Telephone No.

(602)993-5250

Fax No.

(602)

f. Type of Establishment (factory, mine, wholesaler, etc.)

Dental Lab

g. Identify principal product or service

Dental services

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections)

of the National Labor Relations Act.

and these unfair labor practices are practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C), 2003, the above-named Employer, by its officers, agents and representatives, terminated (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) concerted protected activities on behalf of (b) (6), (b) (7)(C) and other employees.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

6. DECLARATION

I have charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

an Individual

(Print/type name and title or office, if any)

(fax)

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

FORM NLRB-501
(11-04)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case 28-CA-18499	Date Filed February 10, 2003
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INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Canteen Vending Company, Inc. dba Canteen Vending Services		b. Number of Workers Employed 39
c. Address (street, city, State, ZIP, Code) 1510 E. Riverview Drive Phoenix, AZ 85034	d. Employer Representative Neil Smith	e. Telephone No. (619) 300-6254 Fax No. (602) 288-1833
f. Type of Establishment (factory, mine, wholesaler, etc.) Vending Machine Service	g. Identify Principal Product or Service Vending Machine Service	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

On or about (b) (6), (b) (7)(C) 2003, warehouse employee (b) (6), (b) (7)(C) was approached by (b) (6), (b) (7)(C) and was told (b) (6), (b) (7)(C) would not be working in the warehouse next week, that (b) (6), (b) (7)(C) needed (b) (6), (b) (7)(C) to go out in the field to help (b) (6), (b) (7)(C) do pricing. (b) (6), (b) (7)(C) was very clear that this job assignment would only be for this particular week. (b) (6), (b) (7)(C) responded that (b) (6), (b) (7)(C) had never done any of that type of work before, (b) (6), (b) (7)(C) grinned and said that (b) (6), (b) (7)(C) would show (b) (6), (b) (7)(C) everything (b) (6), (b) (7)(C) needs to know, (b) (6), (b) (7)(C) told (b) (6), (b) (7)(C) to work whatever (b) (6), (b) (7)(C) hours are, and told (b) (6), (b) (7)(C) to enjoy (b) (6), (b) (7)(C) week out of the shop.

It is the Union's position that the employer is intentionally pulling (b) (6), (b) (7)(C) out of the warehouse and putting (b) (6), (b) (7)(C) in the field with (b) (6), (b) (7)(C) for this particular week only because of (b) (6), (b) (7)(C) strong support for the Union, and to prevent (b) (6), (b) (7)(C) from talking to (b) (6), (b) (7)(C) co-workers prior to the decertification vote set for February 14, 2003 - Case # 28-RD-886. The employer plans to put company agent (b) (6), (b) (7)(C) in the warehouse to replace (b) (6), (b) (7)(C) next week while (b) (6), (b) (7)(C) is placed in the field with (b) (6), (b) (7)(C) has never been pulled from the warehouse and placed in the field in the almost (b) (6), (b) (7)(C) years (b) (6), (b) (7)(C) has been employed with the company.

(b) (6), (b) (7)(C) are known, active supporters of the Union, and have been active in the past organizing campaign and currently represent the employees on the negotiation committee for the Union.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

General Teamsters (Excluding Mailers), State of Arizona, Local 104, an affiliate of the International Brotherhood of Teamsters

4a. Address (street and number, city, State, and ZIP Code) 1450 S. 27th Ave. Phoenix, AZ 85009	4b. Telephone No. (602) 272-5561 Fax No. (602) 272-3744
--	--

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
International Brotherhood of Teamsters

8. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Kathy Campbell
(Signature of representative or person making charge)

Address 1450 S. 27th Ave. Phoenix, AZ 85009

Organizer

(Title, if any)

Fax No. (602) 272-3744
(602) 272-5561 Ext. 116
(Telephone No.)

February 10, 2003
Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-18506

Date Filed

February 13, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Yuma Private Industry Council, Inc.		b. Number of workers employed 100+
c. Address (Street, city, state, and ZIP code) 3834 W. 16th Street Yuma AZ 85634	d. Employer Representative Donna Fornof Human Resource Director	e. Telephone No. (928)329-0990 Fax No. (928)783-0886
f. Type of Establishment (factory, mine, wholesaler, etc.) Administration and coordination of workforce training		g. Identify principal product or service Services to train and educate the workforce
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C), 2002, the above-named Employer, suspended (b) (6), (b) (7)(C) due to (b) (6), (b) (7)(C) concerted complaints about working conditions.

On or about (b) (6), (b) (7)(C) 2002, the above-named Employer terminated (b) (6), (b) (7)(C) due to (b) (6), (b) (7)(C) concerted complaints regarding working conditions.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) charge and that the statements are true to the best of my knowledge and belief.

Individual

(Print/type name and title or office, if any)

(fax)

Address same as 4a

(b) (6), (b) (7)(C)

(Telephone No.)

2-12-03

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
28-CA-18519	February 19, 2003

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Complete Skycap Services, Inc.	b. Number of workers employed 100+	
c. Address (street, city, state, ZIP code) 3200 E. Sky Harbor Blvd., Phoenix, AZ 85034	d. Employer Representative James Fontineau, CEO	e. Telephone No. 602-267-0294
f. Type of Establishment (factory, mine, wholesaler, etc.) Airport services	g. Identify principal product or service Curbside service, ticketing, baggage handling	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8 (a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On or about November 28, 2002, the above-named Employer told its employees not to discuss complaints about wages, hours and working conditions with other employees.</p> <p>On or about November 24, 2002, the above named Employer retaliated against its employees who engaged in concerted activities, by failing to pay its employees for monies earned.</p> <p>On or about November 28, 2002, the above-named Employer threatened its employees with termination if they engaged in concerted complaints about their wages, hours and working conditions.</p> <p>On or about (b) (6), (b) (7)(C) 2003, the above-named Employer terminated its employee (b) (6), (b) (7)(C) because (b) (6) engaged in concerted complaints about wages, hours and working conditions.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the National Labor Relations Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number)		
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)		
6. DECLARATION (b) (6), (b) (7)(C) d that the statements are true to the best of my knowledge and belief.		
By Signature of representative of person making charge (b) (6), (b) (7)(C)	Title Individual	Date 2-19-2003
Address	Telephone No.	

****WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)**

28-2003-----

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

NOT WRITE IN THIS SPACE

Case

28-CA-18528

Date Filed

February 24, 2003

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer American Pony Express, Inc., d/b/a Allstate Cab		b. Number of workers employed 100
c. Address (street, city, state, ZIP code) 4008 East Air Lane Phoenix, AZ 85034	d. Employer Representative Al General Manager	e. Telephone No. Ph. 602-275-8888
f. Type of Establishment (factory, mine, wholesaler, etc.) Cab company	g. Identify principal product or service Transportation	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The above named Employer, by its officers, agents and supervisors, has interfered with, restrained and coerced employees in the exercise of the rights guarantee under Section 7 of the National Labor Relations Act by each of the following acts:

- 1) On or about 9/10/2002, informing employees that their employment was contingent upon their refraining from engaging in protected concerted activities.
- 2) On or about 9/10/2002, threatening employees with discharge because they engaged in protected concerted activities.
- 3) On or about 10/8/2002, intimidating employees in order to discourage them from engaging in protected concerted activities.
- 4) On or about 1/16/2003, interrogating employees regarding their protected concerted activities.
- 5) On or about (b) (6), (b) (7)(C) /2003, terminating (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected concerted activities on behalf of (b) (6), (b) (7)(C) and other cab drivers working out of the Phoenix Sky Harbor Airport.
- 6) On or about 1/21/2003, disparaging employees because of their protected concerted activities and informing employees that employees were terminated because of their protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) : An individual

Signature of representative or person making charge. Print Name. (b) (6), (b) (7)(C)

Address

Telephone No.

Date

Same

Same

February 24, 2003

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)**

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-18538

Date Filed

February 26, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer TJM		b. Number of workers employed 40
c. Address (Street, city, state, and ZIP code) 5804 West Maryland Glendale, AZ 85301		d. Employer Representative Tim Hammer
f. Type of Establishment (factory, mine, wholesaler, etc.) Paint contractor		e. Telephone No. (623)937-7252 Fax No. (623)937-7481
g. Identify principal product or service Contractor		
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C), 2003, the above-named Employer discharged (b) (6), (b) (7)(C) because (b) (6) engaged in protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) An Individual
(signature of representative or person making charge) (Print/type name and title or office, if any)

(fax)

Address Same as 4a

(b) (6), (b) (7)(C)

(Telephone No.)

02/26/03

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

FORM NLRB-601
(11-04)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case
28-CA-18545Date Filed
March 3, 2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Waste Management Of Arizona, INC.		b. Number of Workers Employed 300
c. Address (street, city, State, ZIP, Code) 1580 E. Elwood Phoenix, AZ	d. Employer Representative Jason Rose	e. Telephone No. (602) 305-4302 Fax No. (602) 305-4316
f. Type of Establishment (factory, mine, wholesaler, etc.) Garbage Disposal	g. Identify Principal Product or Service waste hauling company for cities and private entities	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1a) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

On Thursday, February 27, 2003, (b) (6), (b) (7)(C) at the Chandler Yard told employees in a mandatory captive audience meeting that if the Union came in negotiations would begin with a blank piece of paper.

On Tuesday, February 25, 2003, at the North Yard in a mandatory captive audience meeting (b) (6), (b) (7)(C) told employees that the Union can negotiate language in the contract that would allow the Union to deduct dues out of your check, even if you are not a Teamster member.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) General Teamsters (Excluding Mailers), State of Arizona, Local 104, an affiliate of the International Brotherhood of Teamsters	
4a. Address (street and number, city, State, and ZIP Code) 1450 S. 27th Ave. Phoenix, AZ 85009	4b. Telephone No. (602) 272-5561 Fax No. (602) 272-3744
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters, AFL-CIO	

B. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Tathey Campbell
(Signature of representative or person making charge)

Organizer

(Title, if any)

Address 1450 S. 27th Ave. Phoenix, AZ 85009

Fax No. (602) 272-3744
(602) 315-6650
(Telephone No.)February 28, 2003
Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-18554	Date Filed March 5, 2003

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Professional Medical Transport, Inc.		b. Number of workers employed 260
c. Address (street, city, state, ZIP code) 2495 South Industrial Park Avenue Tempe, AZ 85282	d. Employer Representative Greg Boyer- Vice President of Operations	e. Telephone No. Ph.: 480-804-7400 Fax: 480-804-2441
f. Type of Establishment (factory, mine, wholesaler, etc.) Ambulance Company	g. Identify principal product or service Medical Care	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>The above named Employer, by its officers, agents and supervisors, has interfered with, restrained and coerced employees in the exercise of the rights guarantee under Section 7 of the National Labor Relations Act, and has discriminated against employees in order to discourage their Union activities by each of the following acts:</p> <p>(b) (6), (b) (7)(C)</p> <p>1) On or about (b) (6), (b) (7)(C) 2003, discharging (b) (6), (b) (7)(C) the Employer's (b) (6), (b) (7)(C), because (b) (6), (b) (7)(C) refused to commit acts which constitute unfair labor practices, specifically, (b) (6), (b) (7)(C) refused the direction of a senior official of the Employer to discharge the employees who constitute the Union's (International Association of EMT's and Paramedics Union's) in-house organizing committee.</p> <p>2) On or about (b) (6), (b) (7)(C), 2002, threatening employees with discharge if they continued their Union activities and offering employees promotions if they discontinued their Union activities.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number)		
(b) (6), (b) (7)(C)		
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)		4b. Telephone No. Hm: (b) (6), (b) (7)(C) Cell: (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
By (b) (6), (b) (7)(C) Signature of representative or person making charge. Print Name: (b) (6), (b) (7)(C) Address (b) (6), (b) (7)(C) Telephone No. Same Same		Title: An individual Date: March 5, 2003

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001) (b) (6), (b) (7)(C)

FORM NLRB-501
(11-88)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
28-CA-18557(P)Date Filed
March 5, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer United States Postal Service		b. Number of workers employed
c. Address (Street, city, state, and ZIP code) 8205 South Priest Drive Tempe AZ 85284	d. Employer Representative John Reynolds Station Manager	e. Telephone No. (480)894-4034 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Post Office	g. Identify principal product or service Mail	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2002, the above-named Employer, by its officers, agents, and representatives threatened its employee (b) (6), (b) (7)(C) with unspecified reprisals in retaliation for (b) (6), (b) (7)(C) Union and protected concerted activities.

On (b) (6), (b) (7)(C) 2003 (b) (6), (b) (7)(C) issued discipline that was unlawfully and without merit to the charges brought against (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) pursuit of (b) (6), (b) (7)(C) Union activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 1 of the National Labor Relations Act and within the meaning of the Postal Reorganization Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) Reorganization Act.
National Association of Letter Carriers, Branch 1902

4a. Address (Street and number, city, state, and ZIP code) 262 West 2nd Avenue Mesa AZ 85211	4b. Telephone No. (480)464-0373 Fax No.
--	---

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
(signature of representative or person making charge) (Print/type name and title or office, if any)
262 West 2nd Avenue
Address Mesa AZ 85211 (480)464-0373

FORM NLRB-501
(11-88)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-18565

Date Filed

March 7, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer DOUBLE D MARKET, INC.		b. Number of workers employed 25
c. Address (Street, city, state, and ZIP code) P. O. Box 1974 Dolan Springs AZ 86441	d. Employer Representative Steve Dove Owner	e. Telephone No. (928)767-3495 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Grocery Store	g. Identify principal product or service Food and Sundries	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer, by its officers, agents, and representatives, terminated (b) (6), (b) (7)(C) because of (b) (6) protected concerted activities on behalf of (b) (6), (b) (7)(C) and other employees because of a protest over the implementation of a written drawer shortage policy.

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer, by its officers, agents, and representatives, terminated (b) (6), (b) (7)(C) because of (b) (6) protected concerted activities on behalf of (b) (6), (b) (7)(C) and other employees because of a protest over the Employer's implementation of a written drawer shortage policy.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

6. DECLARATION

above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

An Individual

(Print/type name and title or office, if any)

Address

(b) (6), (b) (7)(C)

(fax)

(b) (6), (b) (7)(C)

(Telephone No.)

2/28/03

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 28-CA-18567	Date Filed March 7, 2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Akai Security, Inc		b. Number of Workers Employed Approx. 150
c. Address (street, city, State, ZIP, Code) PO Box 1197 Santa Cruz, NM 87567	d. Employer Representative Janet Gunn	e. Telephone No. (505) 753-7832 Fax No. (505) 753-8689
f. Type of Establishment (factory, mine, wholesaler, etc.) Security Agency	g. Identify Principal Product or Service Security	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) (2) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

Since on or about [REDACTED] 2003, and continuing to date, the Employer has violated the Act by:

1. Discharging (b) (6), (b) (7)(C) for [REDACTED] protected, concerted activity;
2. Discriminatorily reassigning SPFPA supporters to positions that limit their access to other bargaining unit members, in order to prevent them from freely exchanging views about the upcoming election; and
3. Assigning supporters of the UGSOA to preferred positions that promote access to other bargaining unit members.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

International Union, Security, Police and Fire Professionals of America (SPFPA) and its Local 823

4a. Address (street and number, city, State, and ZIP Code)

25510 Kelly Road, Roseville, MI 48066

4b. Telephone No.

(586) 772-7250

Fax No.

(313) 964-2125

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By


(Signature of representative or person making charge)

Attorney

Fax No. (313) 964-2125

(313) 964-5600

(Telephone No.)

(Title, if any)

March 7, 2003

Date

Address 65 Cadillac Square, Suite 3727, Detroit, MI 48226

FORM NLRB-501
(11-84)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

NOT WRITE IN THIS SPACE

Case

28-CA-18572

Date Filed

March 10, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer ATC Vanom		b. Number of workers employed 3,000
c. Address (Street, city, state, and ZIP code) 3210 Citizens Avenue North Las Vegas, NV 89032	d. Employer Representative Chuck Kellogg Human Resource Generalist	e. Telephone No. (702)636-0623 Fax No. (702)636-0562
f. Type of Establishment (factory, mine, wholesaler, etc.) Transportation	g. Identify principal product or service Transportation	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The above-named Employer, by and through its officers, agents and representatives unlawfully suspended the undersigned employee because of (b) (6), (b) (7)(C) strike activities on behalf of the Amalgamated Transit Union and because of protected, concerted activities (b) (6), (b) (7)(C) has engaged in, including an association with TDAN.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed)

(b) (6), (b) (7)(C)

6. DECLARATION

I declare that the above charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

an individual

(Print type name and title or office, if any)

Address

(b) (6), (b) (7)(C)

(fax) (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

March 10 2003

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

FORM NLRB-501
(11-99)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 28-CA-18577	Date Filed March 11, 2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Goldberg and Osborne		b. Number of workers employed over 100
c. Address (street, city, state, ZIP code) 660 West Valencia, Tucson, AZ 85706	d. Employer Representative Diana Robles	e. Telephone No. 520-620-3939
f. Type of Establishment (factory, mine, wholesaler, etc.) law firm	g. Identify principal product or service legal services	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer terminated the employment of its employee, (b) (6), (b) (7)(C) an individual, because (b) (6), (b) (7)(C) engaged in protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C) (Fax:)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	

6. DECLARATION that the statements are true to the best of my knowledge and belief.	
By (b) (6), (b) (7)(C)	an individual (date if any)
Address (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) (Telephone No.)

3/11/03
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001)

L.O.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 28-CA-18581	Date Filed March 12, 2003
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INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Ace Parking Management, Inc.		b. Number of Workers Employed
c. Address (street, city, State, ZIP, Code) 4200 Skyharbor Blvd. Phoenix, AZ 85034	d. Employer Representative David Mueller	e. Telephone No. (602) 273-4545
		Fax No. (602) 392-0149
f. Type of Establishment (factory, mine, wholesaler, etc.) parking facility	g. Identify Principal Product or Service parking	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

The Employer, by its agents and supervisors, discriminated against employee (b) (6), (b) (7)(C) by terminating (b) (6), (b) (7)(C) and denying (b) (6), (b) (7)(C) the chance to perform training functions because of (b) (6), (b) (7)(C) protected, concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (If labor organization, give full name, including local name and number)

United Food and Commercial Workers Union Local 99

4a. Address (street and number, city, State, and ZIP Code)

2401 N. Central Avenue, Second Floor, Phoenix, AZ 85004-1331

4b. Telephone No.

(602) 254-0099

Fax No. (602) 251-0459

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Food and Commercial Workers Union Local 99, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(Signature of representative or person making charge)

Davis, Cowell & Bowe, LLP

Address 100 Van Ness Ave., 20th Floor, San Francisco, CA 94102

Kristin L. Martin, Attorney

(Print/type name and title or office, if any)

Fax No. (415) 626-2860

(415) 626-1880

(Telephone No.)

March 12, 2003

Date

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 28-CA-18584	Date Filed March 14, 2003

03/13/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Mission Industries (Lake Havasu)		b. Number of Workers Employed
c. Address (street, city, State, ZIP, Code) 1100 N. Lake Havasu Avenue, Lake Havasu City, AZ	d. Employer Representative Randy Newton, General Manager	e. Telephone No. (928) 855-3061
f. Type of Establishment (factory, mine, wholesaler, etc.) Laundry	g. Identify Principal Product or Service Laundry	Fax No.
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

On or about (b) (6), (b) (7)(C) 2003 the employer discharged the below-listed employees in retaliation for their participation in protected, concerted activity.

(b) (6), (b) (7)(C)

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

UNITE!

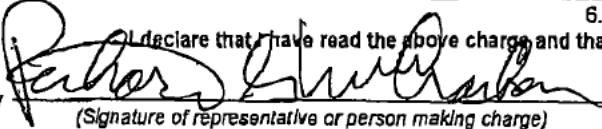
4a. Address (street and number, city, State, and ZIP Code) 1710 Broadway, New York, NY 10019	4b. Telephone No. Fax No.
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5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Union of Needletrades Industrial and Textile Employees Union, AFL-CIO CLC

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By  (Signature of representative or person making charge) McCracken, Stemerman Bowen & Holsberry, 1630 South Commerce Street, Las Vegas, NV 89102	Richard G. McCracken (Print type name and title or office, if any) Fax No. (702) 386-5107 (702) 386-9848 (Telephone No.)	March 13, 2003 Date
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WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

Mar-17-03 07:16

From-NLRB

602 640 2178

T-076 P.001/001 F-658

FORM NLRB-501

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
28-CA-18589	March 17, 2003	

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Hertz Corporation		b. Number of workers employed Approx. 300
c. Address (street, city, state, ZIP code) 500 South 24 th Street, Phoenix, AZ 85034	d. Employer Representative John Cappelli, City Manager	e. Telephone No. Ph. 602-267-8822 Fx. 602-267-4960
f. Type of Establishment (factory, mine, wholesaler, etc.) Rental Car Service	g. Identify principal product or service Transportation	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The above named Employer, by its officers, agents and supervisors, has interfered with, restrained and coerced employees in the exercise of the rights guarantee under Section 7 of the National Labor Relations Act, and has discriminated in regard to tenure of employment and other terms and conditions of employment by:

On or about (b) (6), (b) (7)(C), 2003, discharging (b) (6), (b) (7)(C).

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
General Teamsters (excluding Mailers) State of Arizona, Local 104, AFL-CIO

4a. Address (street and number, city, state and ZIP code)
1450 South 27th Avenue, Phoenix, AZ 85009

4b. Telephone No.
ph: 602-272-5561
cell: 602-348-0104
fx: 602-272-3744

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

International Brotherhood of Teamsters

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By X Kathy Campbell
Signature of representative or person making charge. Print Name: Kathy Campbell

Title: Business Agent

Address
Same

Telephone No
Same

Date X 3-17-03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

28-2003-1548

RCV BY:KINKO'S

: 3-17-3 : 10:50 :

379 6654-

KINKO'S TUCSON

FORM EXEMPT UNDER 41 U.S.C. 251:

FORM LB-501
(11-80)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-18590

Date Filed

March 18, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Office for the region in which the alleged unfair labor practice occurred.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

TELETECH FACILITIES MANAGEMENT

b. Number of workers employed

800

c. Address (Street, city, state, and ZIP code)

2929 East Corona Road

Tucson

AZ 85706

d. Employer Representative

Cheryl

Perrin

Customer Service Supervisor

e. Telephone No.

(520)806-6000

Fax No.

f. Type of Establishment (factory, mine, wholesaler, etc.)

Call Center

g. Identify principal product or service

Customer Service

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1)

and (2) subsection (3)

and these unfair labor practices are practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practice(s))

During the last six month period, the above-name Employer has discriminatorily issued warnings to (b) (6), (b) (7)(C) becau
activities on behalf of Communication Workers of America.By the above and other acts, the above-named employer has intimidated, restrained, and coerced employees in the exercise of the
Section 7 of the Act.

right guarante

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed
by a labor organization)

(b) (6), (b) (7)(C)

E. DECLARATION

I declare the above charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

an individual

(If typewritten name and title or office, if any)

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Fax

(b) (6), (b) (7)(C)

(Telephone No.)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT U.S. CODE, TITLE 18, SECTION 1011 (b) (6), (b) (7)(C)

FORM EXEMPT UNDER 44 U.S.C. 0312

FORM NLAB-501
(11-80)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-18596

Date Filed

March 20, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLAB National Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer AT Systems West		b. Number of workers employed 59
c. Address (Street, city, state, and ZIP code) 4010 N. 27th Ave. Phoenix AZ 85017	d. Employer Representative Bill Demary Branch Manager	e. Telephone No. (602)264-0842 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Armored Transport Service	g. Identify principal product or service Armored cars	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer, by its officers, agents, and representatives, terminated (b) (6), (b) (7)(C) because of (b) (6) membership and activities on behalf of Security Police Fire Professionals of America, Local 823.

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer, by its officers, agents, and representatives, issued a warning to (b) (6), (b) (7)(C) because of (b) (6) membership and activities on behalf of Security Police Fire Professionals of America, Local 823.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Security Police Fire Professionals of America, Local 823

4a. Address (Street and number, city, state, and ZIP code) 4870 W. Carla Vista Court Chandler AZ 85226	4b. Telephone No. (480)592-0768 Fax No. (480)785-0658
--	--

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Security and Fire Professionals of America

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Everett Michael Daly Vice-President
Signature of representative or person filing charge (Print type name and title or office, if any)

Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) March 25 2002
(Telephone No.) (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

28-2002-1103

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

28-CA-18597

March 20, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
RCDb. Number of workers employed
100c. Address (Street, city, state, and ZIP code)
3131 W. Lewis Ave. Phoenix, AZ 85009d. Employer Representative
Rose Toylere. Telephone No.
(602)278-0045
Fax No.f. Type of Establishment (factory, mine, wholesaler, etc.)
Cleaning Serviceg. Identify principal product or service
Cleaning Offices

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the Employer, through its supervisors and agents, discharged (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
(b) (6), (b) (7)(C)4a. Address (Street and number, city, state, and ZIP code)
(b) (6), (b) (7)(C)4b. Telephone No.
(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.
By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) an Individual
(Signature of representative of person making charge) (Print/type name and title or office, if any)

(fax)

Address Same as 4a.

(b) (6), (b) (7)(C)

5-20-03

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case	Date Filed
28-CA-18599	March 21, 2003

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer QWEST COMMUNICATIONS, INC.		b. Number of workers employed 45000
c. Address (street, city, state, ZIP code) 6350 West Maple Tempe, AZ 85283	d. Employer Representative Mike Arpaia, Manager	e. Telephone No. (602)630-5310
f. Type of Establishment (factory, mine, wholesaler, etc.) Telephone	g. Identify principal product or service Communication	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
<p>2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</p> <p>On or about (b) (6), (b) (7)(C) 2003, the above-named Employer, by its officers, agents, and representatives, issued two written warning to (b) (6), (b) (7)(C), because of (b) (6), (b) (7)(C) membership and activities on behalf of Communication Workers of America, Local 7019.</p> <p>On or about (b) (6), (b) (7)(C) 2003, the above-named Employer, by its officers, agents, and representatives, suspended (b) (6), (b) (7)(C), because of (b) (6), (b) (7)(C) membership and activities on behalf of Communications Workers of America, Local 7019.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) COMMUNICATION WORKERS OF AMERICA, LOCAL 7019		
4a. Address (street and number, city, state and ZIP code) 11070 North 24th Avenue Phoenix, AZ 85029	4b. Telephone No. (602)331-7019	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization). COMMUNICATION WORKERS OF AMERICA, AFL-CIO		
<p>6. DECLARATION</p> <p>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.</p> <p>By <u>Richard E. Dumas</u> Title Area Vice-President Signature of representative or person making charge Richard E. Dumas Address 11070 North 24th Avenue Telephone No. (602)331-7019 Date March 21, 2003 Phoenix, AZ 85029</p>		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-501
(11-88)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

NOT WRITE IN THIS SPACE

Case	Date Filed
28-CA-18607	March 24, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer ATS Electrical Services		b. Number of workers employed 20	
c. Address (Street, city, state, and ZIP code) 11021 North 21st Avenue Phoenix AZ 85029		d. Employer Representative Vincent Streech Owner	e. Telephone No. (602)943-2790 Fax No. (602)943-6871
f. Type of Establishment (factory, mine, wholesaler, etc.) Contractor		g. Identify principal product or service Electrical services	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.			

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above-named employer terminated its employee, (b) (6), (b) (7)(C) because of (b) (6) protected, concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.
(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) NA

6. DECLARATION

(b) (6), (b) (7)(C) charge and that the statements are true to the best of my knowledge and belief.
By (b) (6), (b) (7)(C) An Individual
(Print/type name and title or office, if any)
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 3-24-03
(Telephone No.) (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

NOT WRITE IN THIS SPACE

Case

28-CA-18613

Date Filed

March 26, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Coach USAb. Number of workers employed
300+

c. Address (Street, city, state, and ZIP code)

4020 East Lone Mountain Road
North Las Vegas

NV 89031

d. Employer Representative

Jim Capezio
General Managere. Telephone No.
(702)632-2136Fax No.
(702)644-0260f. Type of Establishment (factory, mine, wholesaler, etc.)
Transportationg. Identify principal product or service
Charter bus services

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2002, the above-named Employer, through its officers, agents and/or representatives, discharged its employee (b) (6), (b) (7)(C) because of (b) (6) Union and other protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

6. DECLARATION

I file this charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

An Individual

By

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

Address

(fax)

(b) (6), (b) (7)(C)

March 26 2003

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

28-CA-18615

March 28, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Total Logistics Control		b. Number of workers employed approx. 80	
c. Address (Street, city, state, and ZIP code) 501 S. 107th Ave. Tolleson AZ 85353		d. Employer Representative Nick Almendarez shift supervisor	e. Telephone No. (623)907-2720 398 Fax No. (623)907-9426
f. Type of Establishment (factory, mine, wholesaler, etc.) warehouse		g. Identify principal product or service storage of food products	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.			

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On (b) (6), (b) (7)(C), 2003, the above named employer discharged (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

6. DECLARATION

I, (b) (6), (b) (7)(C), declare that the statements are true to the best of my knowledge and belief.

Individual

(Print/type name and title or office, if any)

(fax)

Address

(b) (6), (b) (7)(C)

(Telephone No.)

3-28-03

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

NOT WRITE IN THIS SPACE

Case

28-CA-18617

Date Filed

March 28, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Amigo Preschool		b. Number of workers employed 20
c. Address (Street, city, state, and ZIP code) 4035 N. 71st Avenue Phoenix AZ 85033	d. Employer Representative Susan Pascente Manager	e. Telephone No. (602)848-1295 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Preschool	g. Identify principal product or service Child Care	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above-named employer terminated its employee, (b) (6), (b) (7)(C), in violation of the National Labor Relations Act, for (b) (6), (b) (7)(C) protected, concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) NA

6. DECLARATION

(b) (6), (b) (7)(C) large and that the statements are true to the best of my knowledge and belief.

By

An Individual

(Print/type name and title or office, if any)

Address

(fax)

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

3/26/03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

NOT WRITE IN THIS SPACE

Case

28-CA-18624

Date Filed

April 1, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Capistrano's Italian Bakery		b. Number of workers employed Approx. 30
c. Address (Street, city, state, and ZIP code) 807 West Geneva Drive Tempe AZ 85282	d. Employer Representative Thomas Boge	e. Telephone No. (480)968-0468 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Bakery	g. Identify principal product or service Baked Goods	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since in or about December 2002, the above-named Employer by its officers, agents and representatives has failed and refused to supply the Union with information requested which is relevant and necessary for the handling of its representational duties.

During the past 6-month period, the Employer created, implemented, and has enforced the terms of an Employee Policy Handbook with out bargaining with the Union or affording it an opportunity to bargain.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Local 232, Bakery, Confectionery, Tobacco Workers & Grain Millers International Union, AFL-CIO, CLC

4a. Address (Street and number, city, state, and ZIP code) 5818 North 7th Street, Suite 109 Phoenix, AZ 85014	4b. Telephone No. (602)274-1261 Fax No.
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5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) Bakery, Confectionery, Tobacco Workers & Grain Millers International Union, AFL-CIO, CLC

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Marco Mendoza International Representative
(signature of representative or person making charge) (Print/type name and title or office, if any)

Address same as 4(a) (602)274-1261 4/1/03
(Telephone No.) (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

28-2003-1839

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

NOT WRITE IN THIS SPACE

Case

28-CA-18625

Date Filed

April 1, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Qwest Communications, Inc.		b. Number of workers employed 60,000
c. Address (Street, city, state, and ZIP code) 3640 E. Inidan School Road Phoenix AZ 85018	d. Employer Representative Derric Dobbs Network Field Supervisor	e. Telephone No. (602)630-0435 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) telephone company		g. Identify principal product or service telecommunications
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On (b) (6), (b) (7)(C) 2003, the above-named employer issued a reprimand to (b) (6), (b) (7)(C) in retaliation for (b) (6) concerted and union activities, including (b) (6) request for union representation.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I, (b) (6), (b) (7)(C) do hereby charge and that the statements are true to the best of my knowledge and belief.
By (b) (6), (b) (7)(C) Individual
(signature of representative of person making charge) same as above (Print/type name and title or office, if any)

Address

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

03/28/03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

FORM NLRB-501
(11-88)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

28-CA-18626

Date Filed

April 1, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Peter Piper, Inc.		b. Number of workers employed 1000+
c. Address (Street, city, state, and ZIP code) 14635 N. Kierland Blvd., Suite 160 Scottsdale AZ 85254	d. Employer Representative Frank Sbordone President	e. Telephone No. (480)609-6400 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant	g. Identify principal product or service Food preparation, entertainment and related services	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2002, the above-named Employer, by its officers, agents and representatives, threatened its employees with unspecified reprisals if they engaged in concerted complaints about overtime issues.

On or about (b) (6), (b) (7)(C), 2002, the above-named Employer, by its officer, agents and representatives discharged (b) (6), (b) (7)(C) because (b) (6), (b) (7)(C) engaged in concerted complaints about the Employer's discriminatory conduct and failure to pay its employees overtime.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C)

read the above charge and that the statements are true to the best of my knowledge and belief.

Individual

person making charge)

(Print/type name and title or office, if any)

(fax)

(b) (6), (b) (7)(C)

(Telephone No.)

X 4-01-03

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

FORM NLRB-501
(11-88)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

NOT WRITE IN THIS SPACE

Case

28-CA-18630

Date Filed

April 1, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Intel Corporation		b. Number of workers employed 80,000
c. Address (Street, city, state, and ZIP code) 4100 Sara Rd NW Rio Rancho NM 87124	d. Employer Representative Pat Duffy HR Attorney	e. Telephone No. (480)554-9146 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) semi-conductor manufacturing		g. Identify principal product or service semi-conductors
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On (b) (6), (b) (7)(C) 2002 (b) (6), (b) (7)(C) was advised by (b) (6), (b) (7)(C) immediate supervisor, (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) was being laid off effective (b) (6), (b) (7)(C) 2002.

On (b) (6), (b) (7)(C) 2002 (b) (6), (b) (7)(C) was given a poor performance evaluation and was laid off.

The above actions were motivated by (b) (6), (b) (7)(C) protected, concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

By (b) (6), (b) (7)(C) the above charge and that the statements are true to the best of my knowledge and belief.
(b) (6), (b) (7)(C) an Individual
(b) (6), (b) (7)(C) on making charge) (Print/type name and title or office, if any)
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) April 1, 2003
(b) (6), (b) (7)(C) (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)